

or use of any prescription drug is a violation of the law and will not be subject to the confidentiality clause.

Directive E.2C

New Hire. Any person who is hired into a non-sworn position after completing a PD-107 and having met all requirements for the position. The term “New Hire” shall also apply to any current employee who submits a PD-107 for a new position within the agency, and as a condition of being considered for the new position, complies with all requirements for the position.

Serious Bodily Injury. Bodily injury that creates a substantial risk of death or is likely to cause permanent disfigurement, coma, protracted, or permanent condition. It is an injury that causes extreme pain, prolonged or permanent loss or impairment of the function of any bodily member or organ that results in prolonged hospitalization.

Directive E.8

Department. The Department of Crime Control and Public Safety.

Division Director. The Patrol Commander is the Division Director for the Highway Patrol.

Grievance. A work-related problem which gives rise to a legitimate complaint.

Immediate Supervisor or Supervisor For Grievance Procedure Purposes. The supervisor assigned supervisory control and responsibility of the organizational work unit (at the district level, this is the First Sergeant).

Performance Management/Pay Dispute. A complaint concerning the amount of performance increase, a failure to receive any performance increase, or a complaint regarding an overall performance appraisal rating.

Supervisor's Manager for Grievance Procedure Purposes. The supervisor assigned supervisory control and responsibility at the next organizational level above the district, unit, or section from which the grievance was filed (at the troop level, this is the Troop Commander).

Directive E.9

Duty Station. The city, town, or community, whether incorporated or not, to which a position is officially assigned.

Residence. For purposes of this policy a residence means a house, apartment, or other dwelling where a member actually resides and keeps his/her personal belongings during non-working hours. In order to qualify as a residence, the member must have access to bath facilities, a bed to sleep in, and a telephone.